



An Inter-Agency Approach at Local Level

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Why the Initiative?

- The potential of the Public Sector Duty in addressing poverty, inequality and social exclusion
- The need to:
 - Raise awareness amongst public bodies and publicly funded organisations re the Duty
 - Build capacity to develop organisational systems for non-discrimination, equality and human rights both for staff and participants/service users

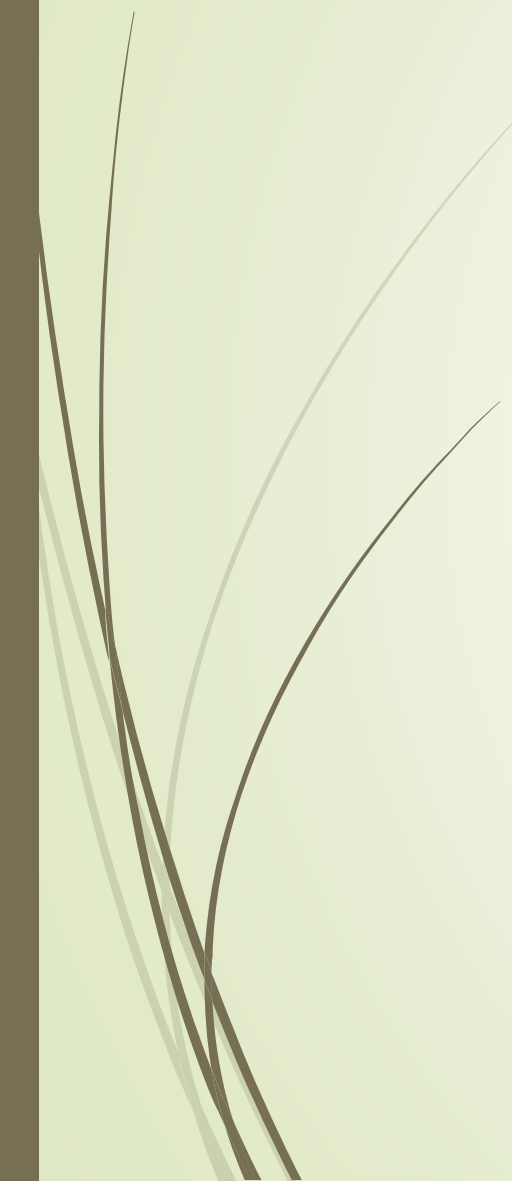


Why Work Through the Local Community Development Committee?

- ▶ Interagency committee – senior managers
 - ▶ Has a co-ordination and oversight role
 - ▶ Has responsibility for drawing up and implementing the Local Economic and Community Plan
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The Original Plan....

- Recruit a consultant with expertise
 - Build the capacity of the Local Community Development Committee and support action by the LCDC
 - Train champions from LCDC member organisations and support initiatives within organisations
 - Increase the knowledge of marginalised people about the public sector duty and their role in implementing it
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The Actual Implementation

- Recruited a consultant with expertise
- Worked with the Local Community Development Committee
- Separate initiatives with:
 - Longford County Council – top down
 - Education and Training Board and HSE – champions in specific sections
 - Longford Community Resources – whole staff and Board
- Informed people from marginalised groups




The Approach





A Values-Based Approach

- ▶ Values motivating a focus on equality and human rights
- ▶ Values integrating focus on equality and human rights
- ▶ An equality and human rights statement
 - Identify and define the values
 - Establish statement of objective for each value
 - Assess equality and human rights issues relevant to each value



LCDC: Equality and Human Rights Values

- Dignity: respect, equal treatment, confidentiality
- Autonomy: choice, capacity and freedom to make choices
- Democracy: participation, voice, accountability
- Inclusion: community and belonging, diversity, rural access
- Social Justice: participation in society, distribution of resources, addressing disadvantage



Apply Equality and Human Rights Statement

- ▶ Equality and human rights statement
 - LCDC, Longford Co. Co., HSE, ETB, and Longford Community Resources
- ▶ Planning
 - Longford County Council corporate planning review
- ▶ Stakeholder Engagement
 - LCDC monitoring of local and community development



Apply Equality and Human Rights Statement

- Communications Audit
 - ETB promotional materials
- Living the Values: Systems
 - Longford Community Resources Working Group



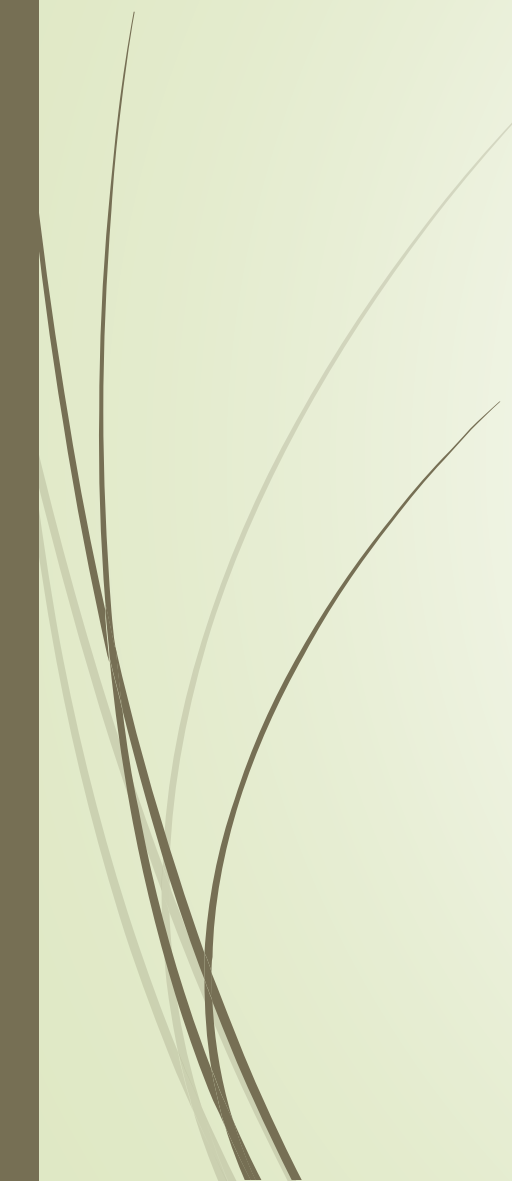
Learning



- Values resonate with public sector bodies
- Current concern to rebalance the values being prioritised
- Values-based organisations, systems to render values explicit, coherent, and consistent



Learning

- Simple but not tokenistic approach to implementation
 - Flexible approach with tailoring to individual organisation
 - Internal champions giving leadership
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Learning

- ▶ Need for support and mentoring
 - ▶ Importance of national leadership
 - ▶ Informed and engaged community sector contribution
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